



REPORT ON HUMAN RESOURCES 2022

—
ITER ORGANIZATION



7.0%

STAFF TURNOVER

—

1,069

NUMBER OF STAFF

—

138

RECRUITS IN 2022

—

45.3

AVERAGE AGE, ALL STAFF

—

231

NUMBER OF ITER PROJECT ASSOCIATES

—

113

NUMBER OF INTERNS



china eu india japan korea russia usa

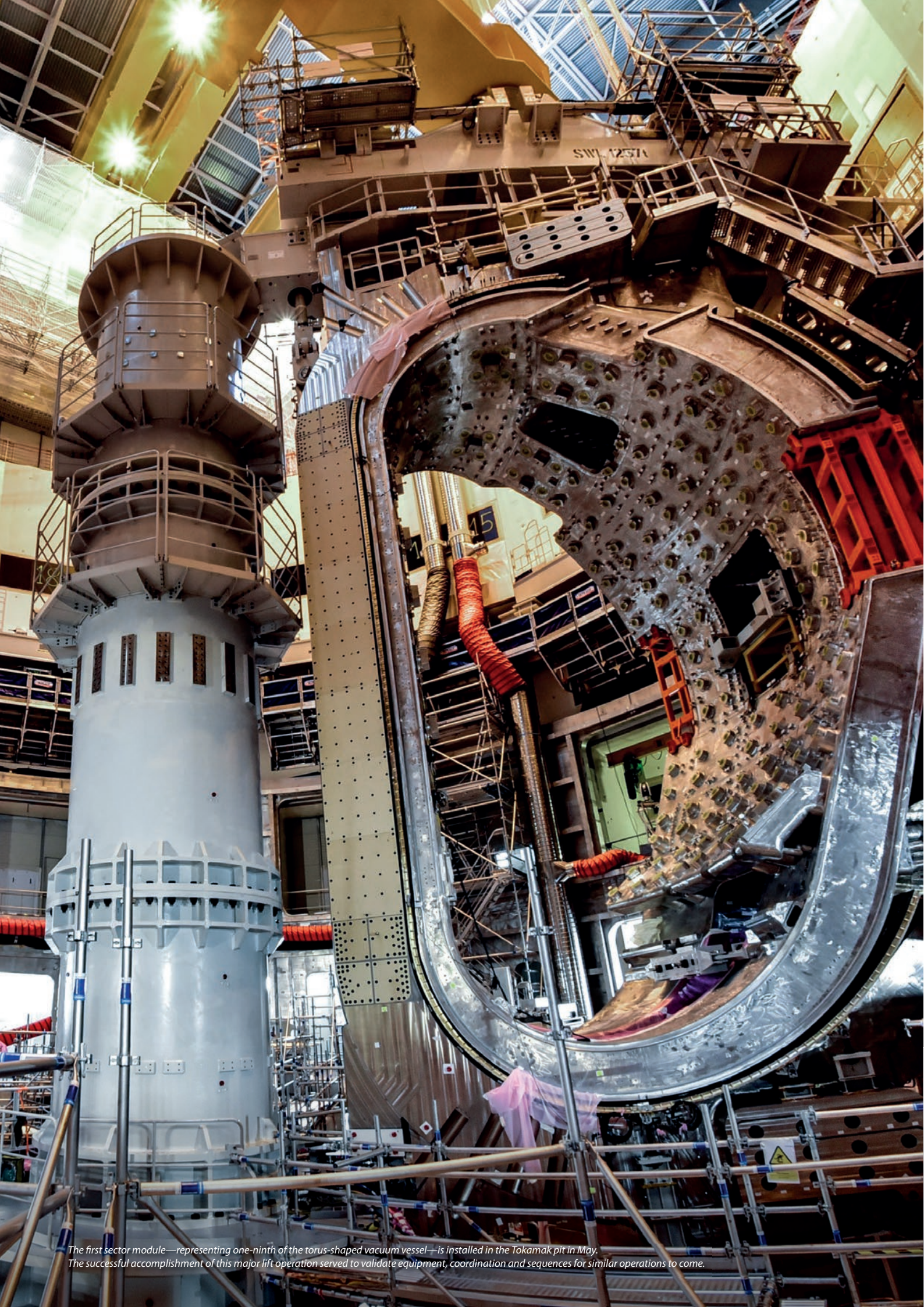


2022

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The first sector module—representing one-ninth of the torus-shaped vacuum vessel—is installed in the Tokamak pit in May. The successful accomplishment of this major lift operation served to validate equipment, coordination and sequences for similar operations to come.

FOREWORD FROM THE HEAD OF — HUMAN RESOURCES



We are pleased to share with you the ITER Organization 2022 Report on Human Resources.

I introduce this report in my temporary role of acting Head of Human Resources since 1 March 2023. Being in a transitional situation is always a singular moment, and I feel it is important to maintain the regularity of communication towards our customers and the public. Having joined the ITER Human Resources Department in 2009, I realize how much the publication of this report brings value as a tool that increases the visibility of this Department's continuous efforts to support the life of the project and its main asset, i.e., the people.

In 2022, the Human Resources Department managed and monitored the increase in the number of its staff to 1,069 (+3.3%) by recruiting qualified and skilled professionals from all ITER Members. The team supported hiring managers in evaluating more than 3,000 applications for 111 recruitments. Adding internal applicants who won competitions, the Department managed 138 appointments in total.

Actions implemented to improve the geographical and gender diversity of ITER Organization staff began to show results in 2022:

- . 40.9% of appointments were non-EU candidates, versus 34.7% in 2020. (Global staff geographical distribution is not yet showing improvement, however, due to the higher departure rates of non-EU staff.)
- . Women represented 12.4% of appointments, compared to 9.9% in 2021.

The new Director-General, Pietro Barabaschi, has stressed what he considers to be human resource priorities for the months and years ahead: retaining and motivating talent, increasing diversity and inclusion, restructuring internally, and more tightly integrating Domestic Agency and ITER Organization resources. These topics will be at the heart of Human Resources Department activities for 2023 and beyond.

During the reporting period, Human Resources revisited the policies related to performance management, as well as those for special working hours and on-call duty in order to optimize the processes and conditions for staff undertaking shift work or participating in on-call teams. The working time policy was also clarified as regards the possibility of performing remote work outside the local area.

Some 60 departures from the ITER Organization were managed in 2022 (7.0% vs 6.3% in 2021). Although each departure is an individual story, the trends continue to be carefully monitored. The number of ITER Project Associates, a non-staff category, decreased for the first time—from 244 in 2021 to 231 in 2022. The team also managed the contracts for 72 interim employees (82 in 2021). The internship policy has been modernized and, within this new framework, we received 113 interns during the year.

Before recommending that you continue on to read the full Human Resources Report, I must first express my appreciation and thanks to the entire team during what was a year of transition. All of your efforts are absolutely essential to supporting the ITER Organization and the achievement of ITER Project goals.

Sophie Gourod (acting)
St. Paul-lez-Durance, June 2023



HUMAN RESOURCES STATISTICS 2022

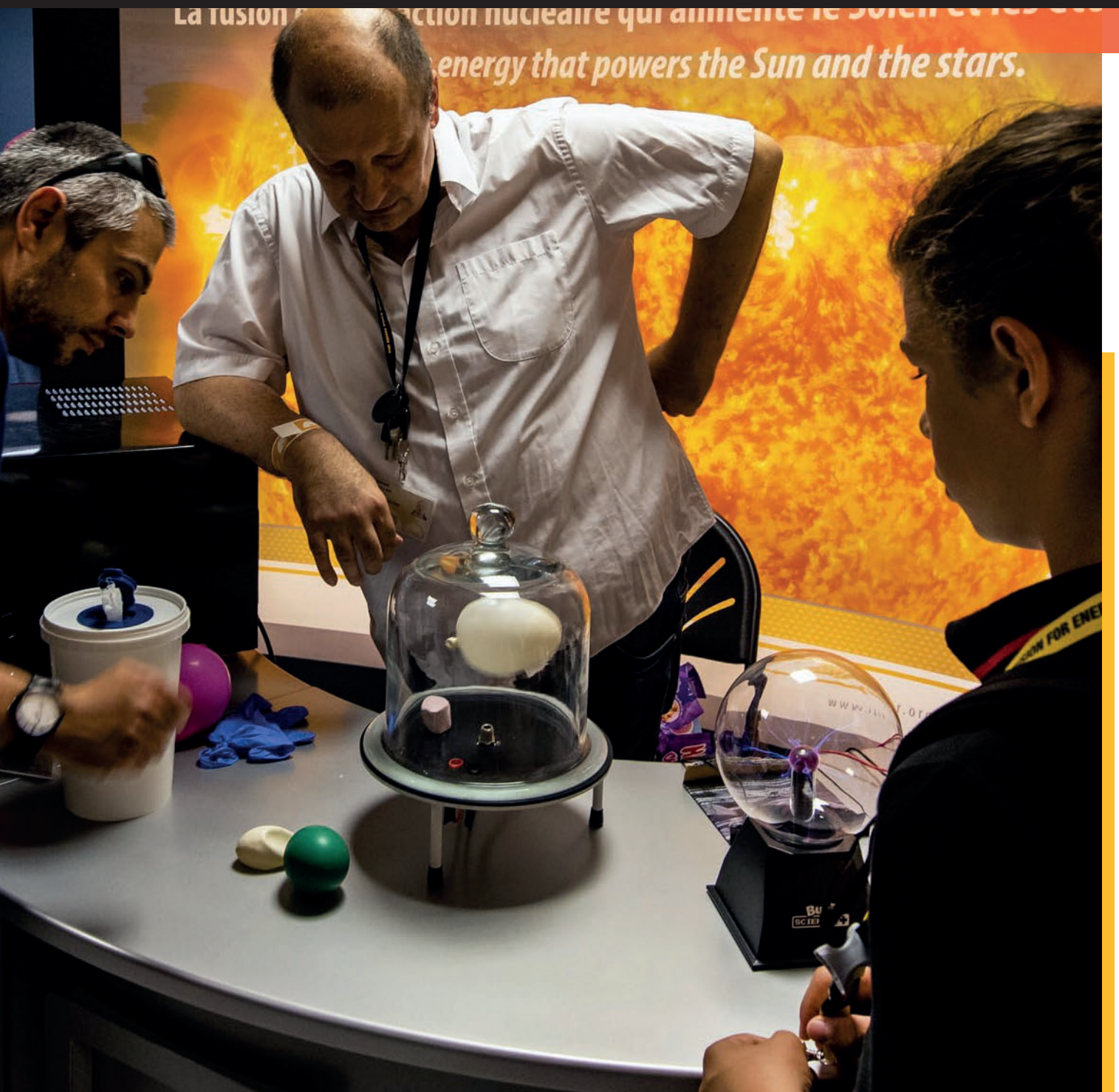


During Open Doors Days, held twice a year, ITER volunteers use everyday objects to explain the most complex concepts. Here, a microwave oven, party balloons, and marshmallows are the props they need to explain plasma or demonstrate the strange effects of vacuum.

LE CHEMIN DES ÉTOILES *THE STARS LEAD THE WAY*



La fusion nucléaire qui alimente le Soleil et les étoiles
Fusion nuclear energy that powers the Sun and the stars.

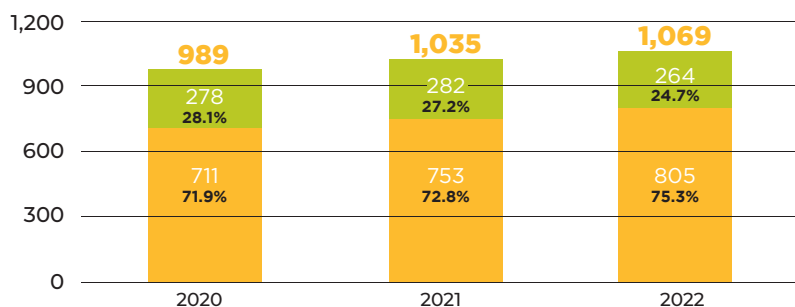


GLOBAL STAFF METRICS

ON 31 DECEMBER 2022

STAFF GROWTH

■ P AND HIGHER CATEGORIES ■ G CATEGORY



TOTAL STAFF 2022

(Including 19 TCWS, 2 VAS, 2 SCS-N, 9 Post-Doc, and 6 Seconded Officials)*

1,069

P AND HIGHER CATEGORIES **75.3%**

G CATEGORY **24.7%**

NUMBER OF STAFF INCREASED BY **3.3% IN 2022**

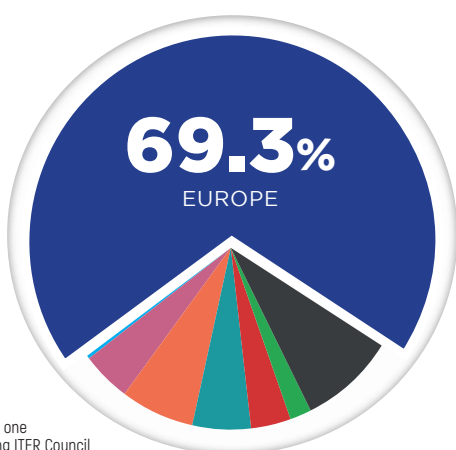
* See the Glossary (p22) for all definitions.

DISTRIBUTION OF STAFF BY MEMBER

2021

IO staff 2021: 1,035

- CHINA **8.5%**
- INDIA **2.1%**
- JAPAN **3.6%**
- KOREA **5.3%**
- RUSSIA **6.6%**
- USA **4.4%**
- OTHER* **0.2%**

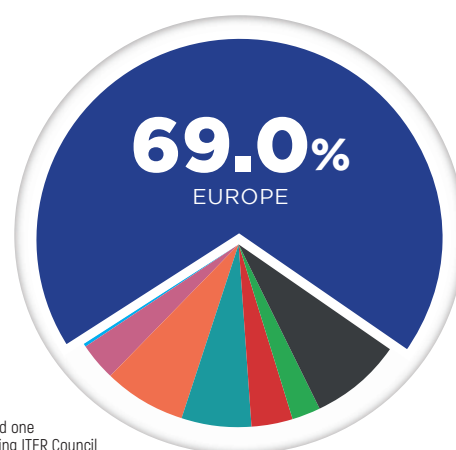


Other refers to one Swiss and one Ukrainian staff member following ITER Council consultation and approval.

2022

IO staff 2022: 1,069

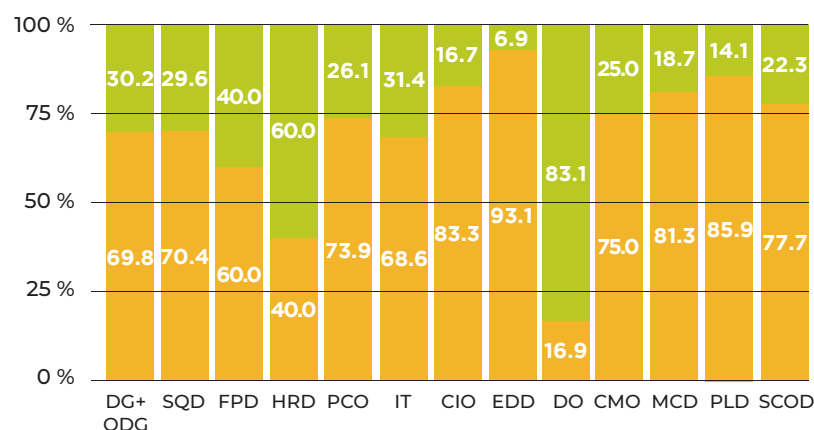
- CHINA **8.1%**
- INDIA **2.4%**
- JAPAN **3.6%**
- KOREA **6.1%**
- RUSSIA **7.2%**
- USA **3.4%**
- OTHER* **0.2%**



Other refers to one Swiss and one Ukrainian staff member following ITER Council consultation and approval.

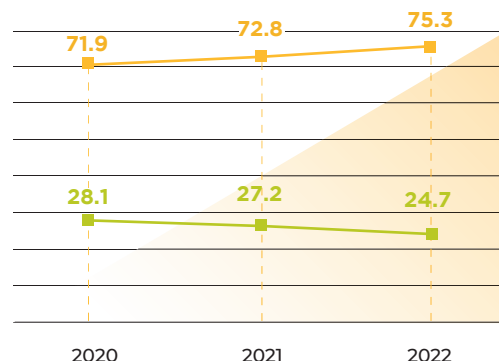
DISTRIBUTION OF STAFF BY UNIT* AND CATEGORY

■ P AND HIGHER CATEGORIES ■ G CATEGORY

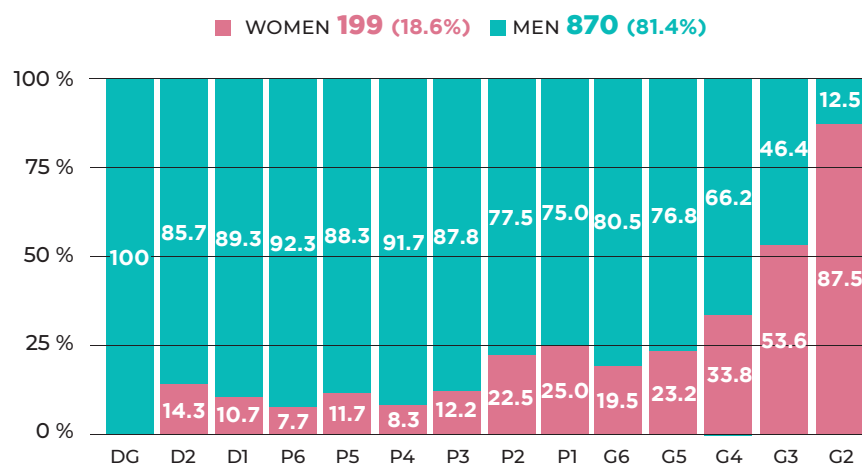


*See page 23 for all unit definitions.

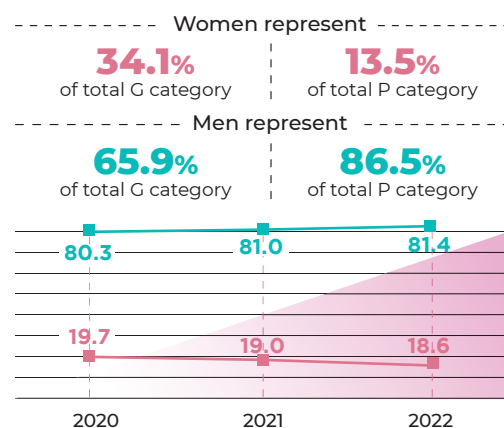
EVOLUTION BY CATEGORY (%)



DISTRIBUTION OF STAFF BY GRADE AND GENDER



EVOLUTION BY GENDER



DISTRIBUTION OF STAFF BY AGE AND GENDER

AVERAGE AGE OF ALL STAFF: 45.3
(0.2 year increase against 2021)

AVERAGE AGE

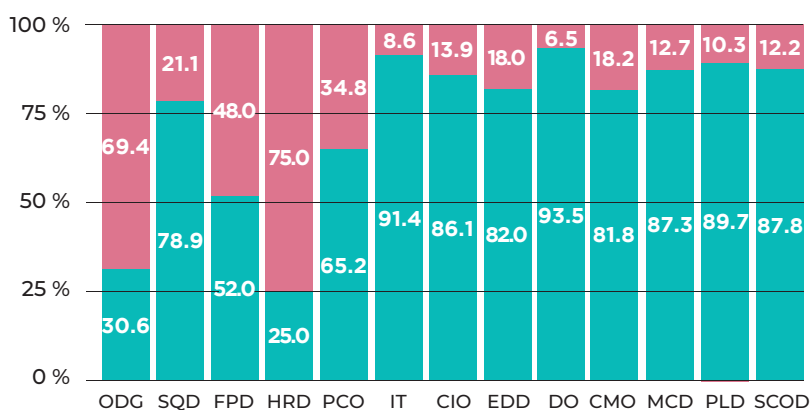
END 2021: 45.1 years
WOMEN (197) **43.6** years MEN (838) **45.5** years

END 2022: 45.3 years
WOMEN (199) **43.9** years MEN (870) **45.6** years



GENDER DISTRIBUTION BY UNIT

■ WOMEN ■ MEN

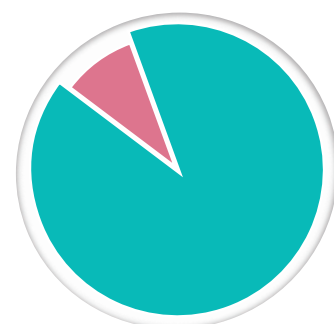


The proportion of women is higher in Support Units ODG, FPD and HRD

Of 122 managers, 11 are women (9.0%)

GENDER IN MANAGERIAL POSITIONS

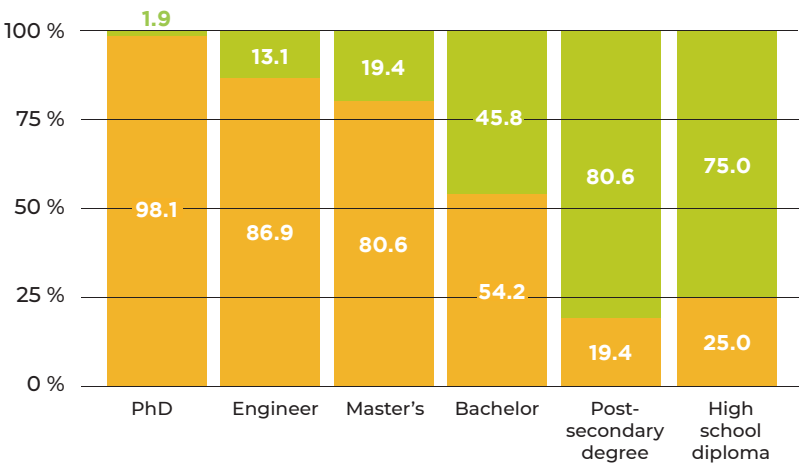
■ FEMALE **9%**
■ MALE **91%**



GLOBAL STAFF METRICS

IN 2022

EDUCATION PER CATEGORY



210 STAFF MEMBERS
WITH A PHD (19.6%)

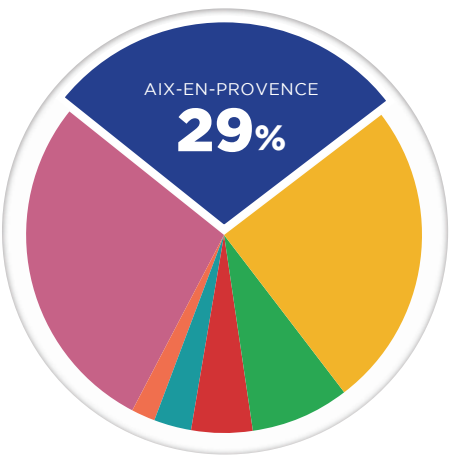
618 ADDITIONAL STAFF MEMBERS WITH
A MASTER'S OR ENGINEERING DEGREE
(57.8%)

■ P AND HIGHER CATEGORIES
■ G CATEGORY

OTHER STAFF DATA

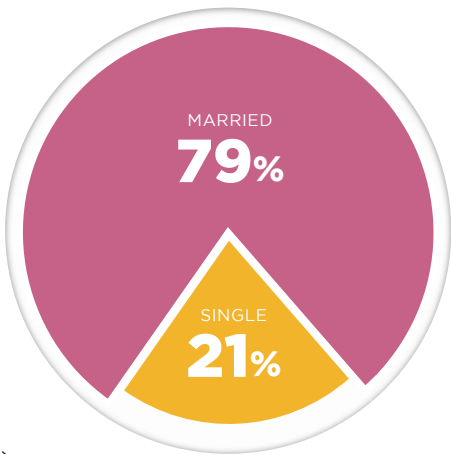
LOCAL RESIDENCE AIX-EN-PROVENCE & MANOSQUE

54%



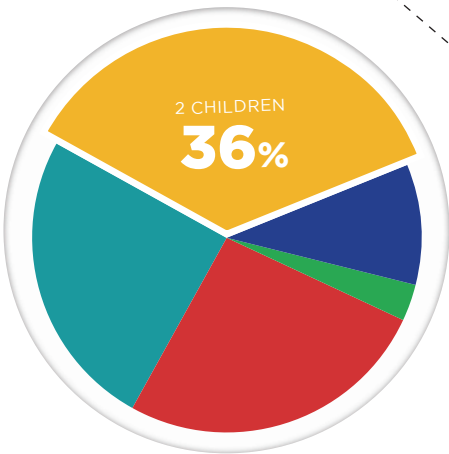
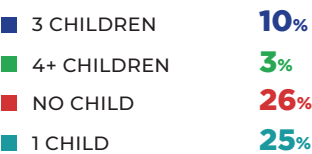
MARITAL STATUS MARRIED AND LEGAL PARTNERSHIP

79%



NUMBER OF CHILDREN STAFF MEMBERS WITH AT LEAST ONE DEPENDENT CHILD

74%





Director-General Pietro Barabaschi (second from right) greets staff for the first time during an all-staff meeting held in November. With him on stage are the heads of six Domestic Agencies (China is not represented) and the Deputy of the Director-General.

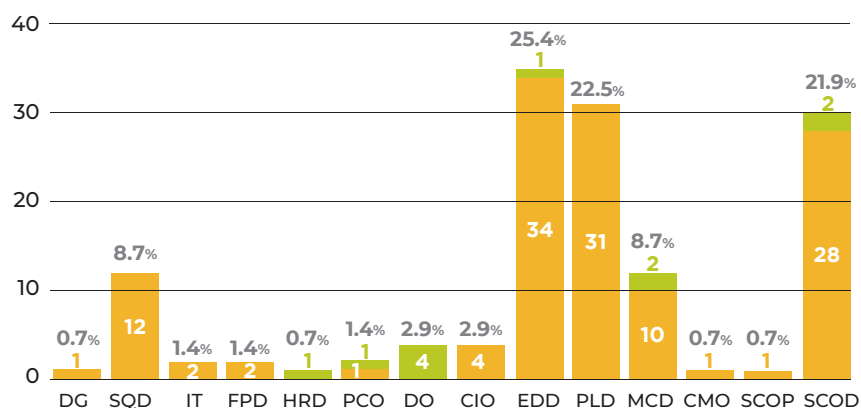


This group of ITER staff and contractors has just installed a cryoline spool at Level 3 of the Tokamak Building.

STAFF MOVEMENTS

IN 2022

RECRUITMENT BY UNIT AND CATEGORY



TOTAL APPOINTMENTS 138

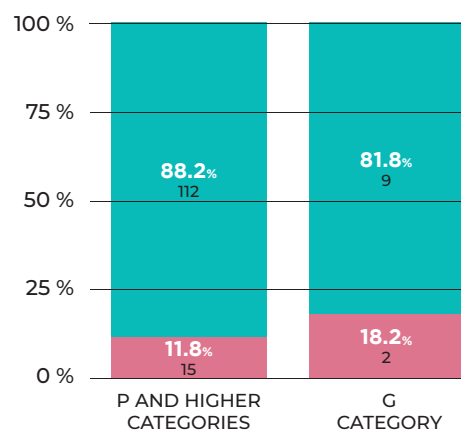
INCLUDING 26 IO STAFF MEMBERS (16 IN 2021)
(121 IN 2021)

G CATEGORY: **11 (8.0%)**

P AND HIGHER CATEGORIES: **127 (92.0%)**

■ P AND HIGHER CATEGORIES
■ G CATEGORY

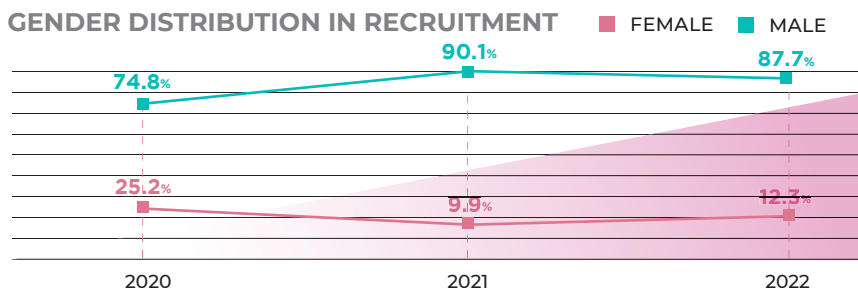
RECRUITMENT BY CATEGORY AND GENDER



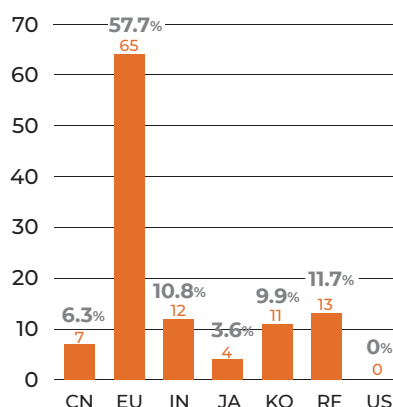
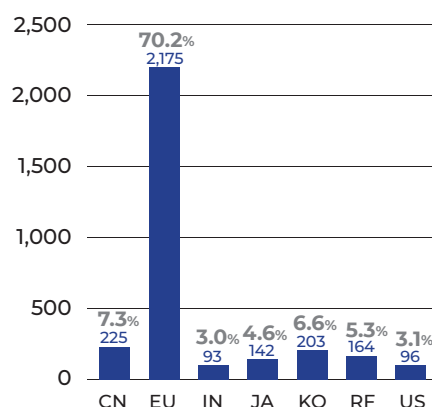
TOTAL APPOINTMENTS 138

WOMEN **17 (12.3%)** MEN **121 (87.7%)**

GENDER DISTRIBUTION IN RECRUITMENT



RECRUITMENT BY MEMBER NOMINATED APPLICATIONS VS APPOINTMENTS BY MEMBER IN 2022



RECRUITMENT OF NEWCOMERS **111**

TOTAL NUMBER
OF APPLICATIONS **3,098**

■ NUMBER OF
NOMINATED APPLICATIONS
■ NUMBER OF APPOINTMENTS



The Tritium Building (left) has almost reached its full height.

STAFF MOVEMENTS

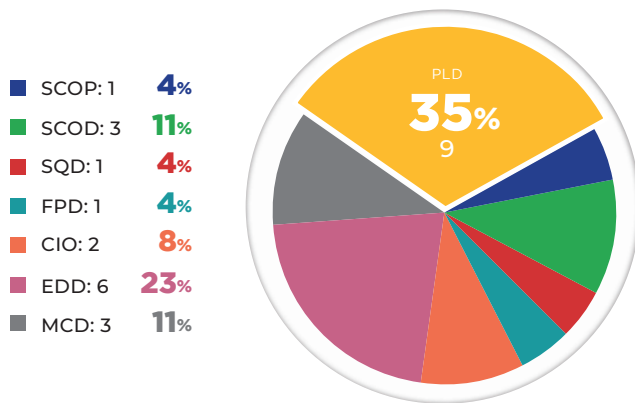
IN 2022

STAFF MOBILITY

APPOINTMENTS BY UNIT: 26

(1 INTERNAL AND 25 EXTERNAL COMPETITION)

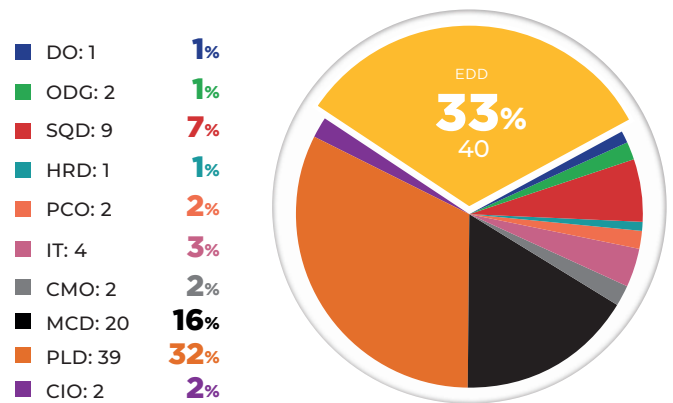
(19 IN 2021)



TRANSFERS BY UNIT: 122

(ORGANIZATIONAL AND FUNCTIONAL*)

(135 IN 2021)



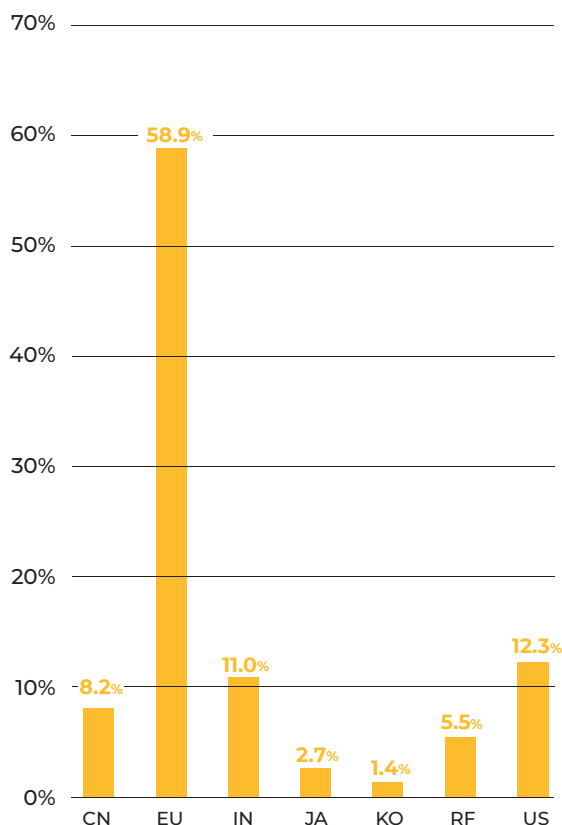
* Organizational Transfers (95): Transfer to another unit without change of duty and responsibility. Functional and Organizational Transfers (24): Transfer to another unit and to another position, with updated (or new) duties. Functional Transfers (3): Transfer to another position with updated (or new) duties within the same unit.

TURNOVER

DEPARTURES IN 2022*: 73

GLOBAL TURNOVER: 7.0%

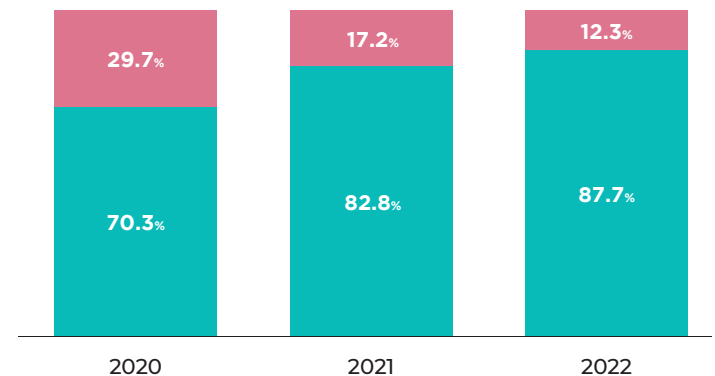
DEPARTURE BY MEMBER



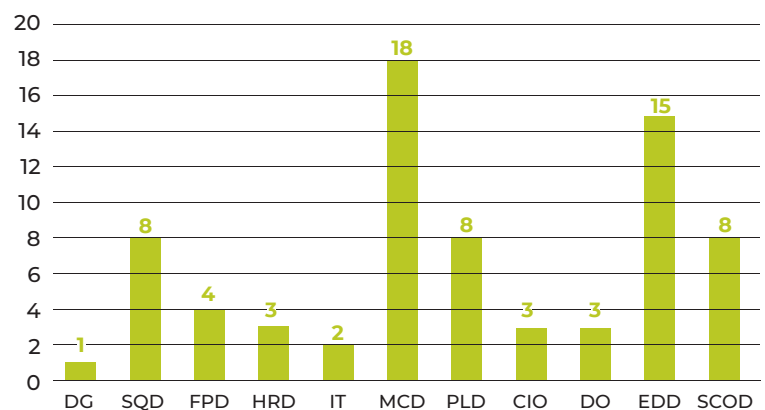
* From 1 January 2022 until 31 December 2022 inclusive.

NUMBER OF DEPARTURES BY GENDER

FEMALE MALE



NUMBER OF DEPARTURES BY UNIT/OFFICE



Note: IT & DO Divisions are included as a direct report to Domain.



In terms of public visits, the year 2022 is the strongest on record—with 19,559 people welcomed on site.



ITER Organization assistants and secretaries win the "Best Support for Project" ITER Achievement Award in 2022, recognized for "unfailing support during an immensely challenging transition year." © criscuolo

NON-ITER ORGANIZATION STAFF

ON 31 DECEMBER 2022

ITER PROJECT ASSOCIATES (IPA)

NEW EXPRESSIONS OF INTEREST PUBLISHED IN 2022: **43**

APPLICATIONS RECEIVED FROM HOME INSTITUTES: **225**

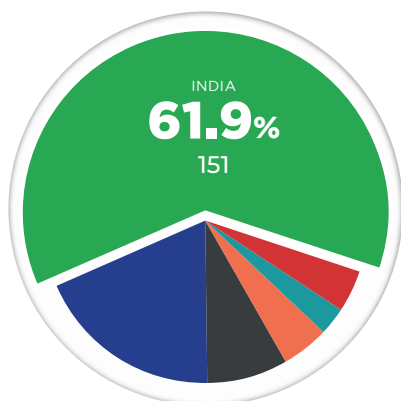
63 IMPLEMENTING AGREEMENTS WITH HOME INSTITUTES (ALL MEMBERS REPRESENTED)

IPA BY MEMBER

2021

TOTAL NUMBER OF IPA: 244

JAPAN: 10	4.1%
KOREA: 7	2.9%
RUSSIA: 11	4.5%
CHINA: 20	8.2%
EUROPE: 45	18.4%

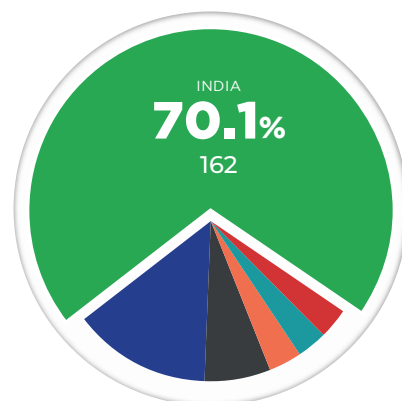


IPA BY MEMBER

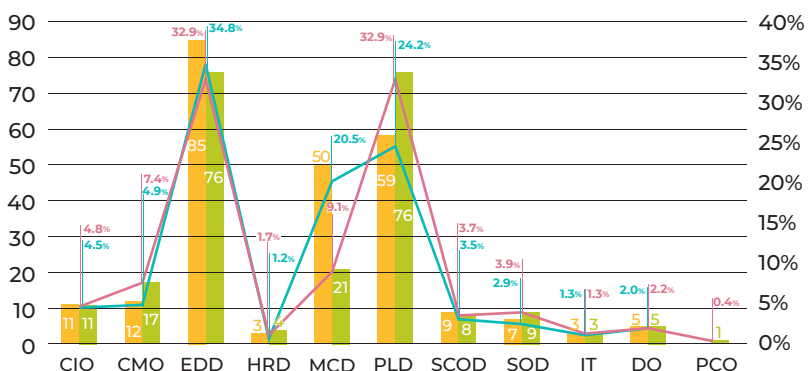
2022

TOTAL NUMBER OF IPA: 231

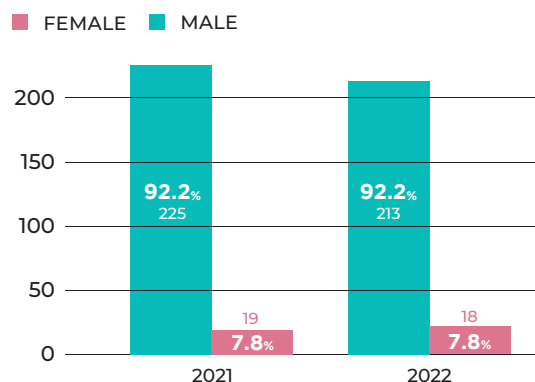
JAPAN: 7	3.0%
KOREA: 7	3.0%
RUSSIA: 8	3.5%
CHINA: 15	6.5%
EUROPE: 32	13.9%



IPA BY UNIT IN 2021-2022



IPA BY GENDER IN 2021-2022

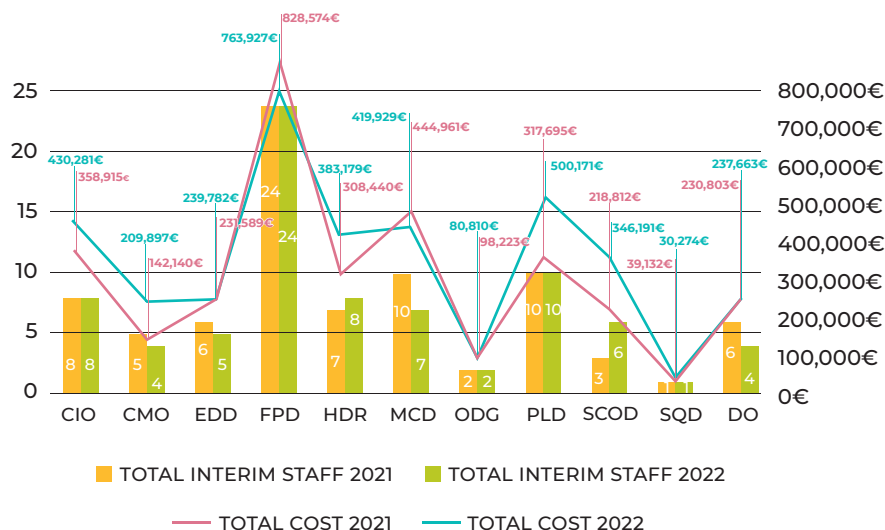


INTERIM STAFF

TOTAL INTERIM STAFF 2022: **79**
(82 IN 2021)

135 CONTRACTS MANAGED
(137 IN 2021)

TOTAL PAYMENT: **3,650,962 €**
(3,210,425 € IN 2021)

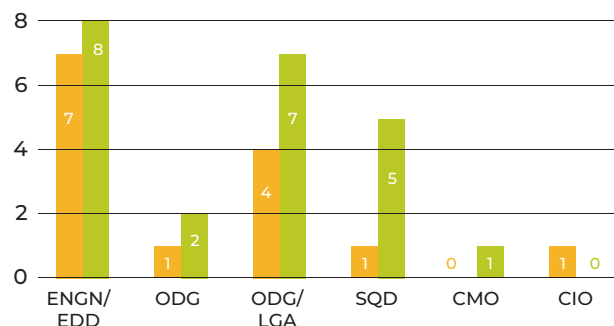


EXPERTS

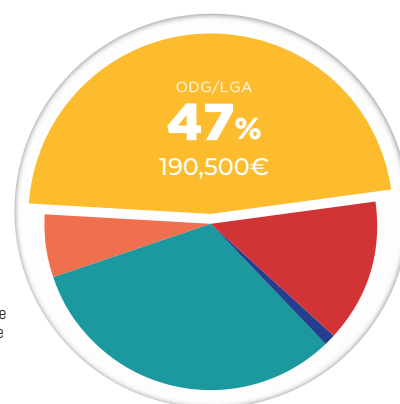
TOTAL EXPERTS 2022: 23
(14 IN 2021)

EXPERT CONTRACTS BY UNIT IN 2021-2022

2021 2022



COST OF EXPERT CONTRACTS IN 2022

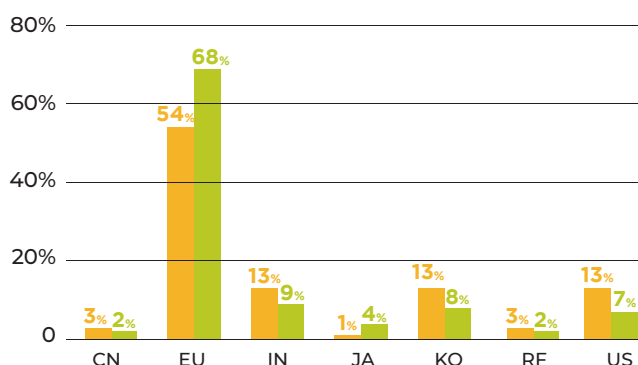


Note: Contracts ongoing may not necessarily be billed during the same year, thus explaining the apparent discrepancy between the number of experts and the cost per unit.

INTERNSHIP PROGRAM 2022

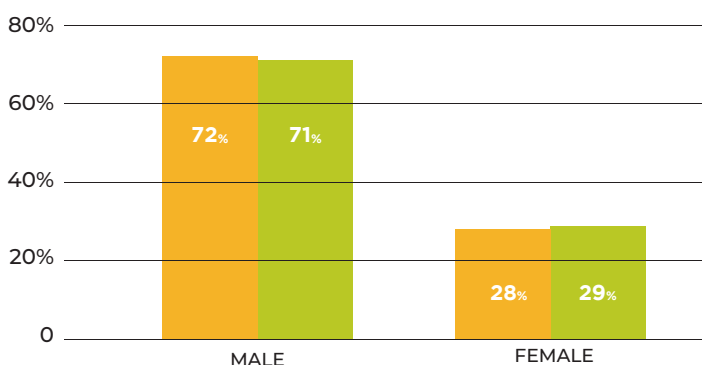
INTERNS BY MEMBER

2021 2022



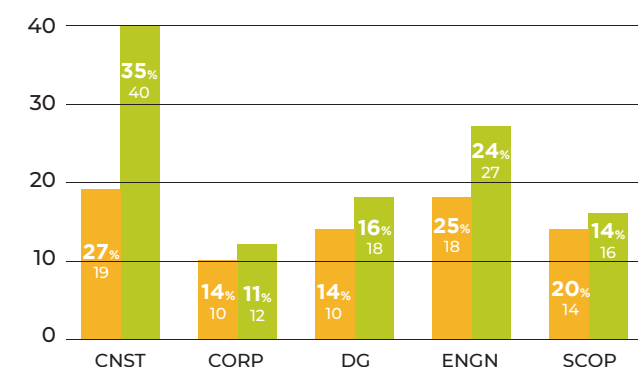
INTERNS BY GENDER

2021 2022



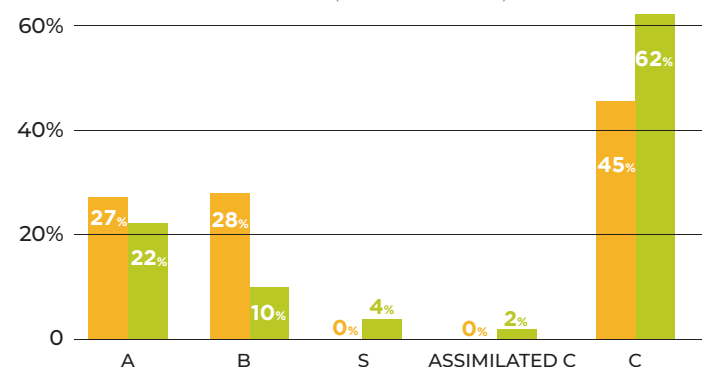
INTERNS BY DOMAIN

2021 2022

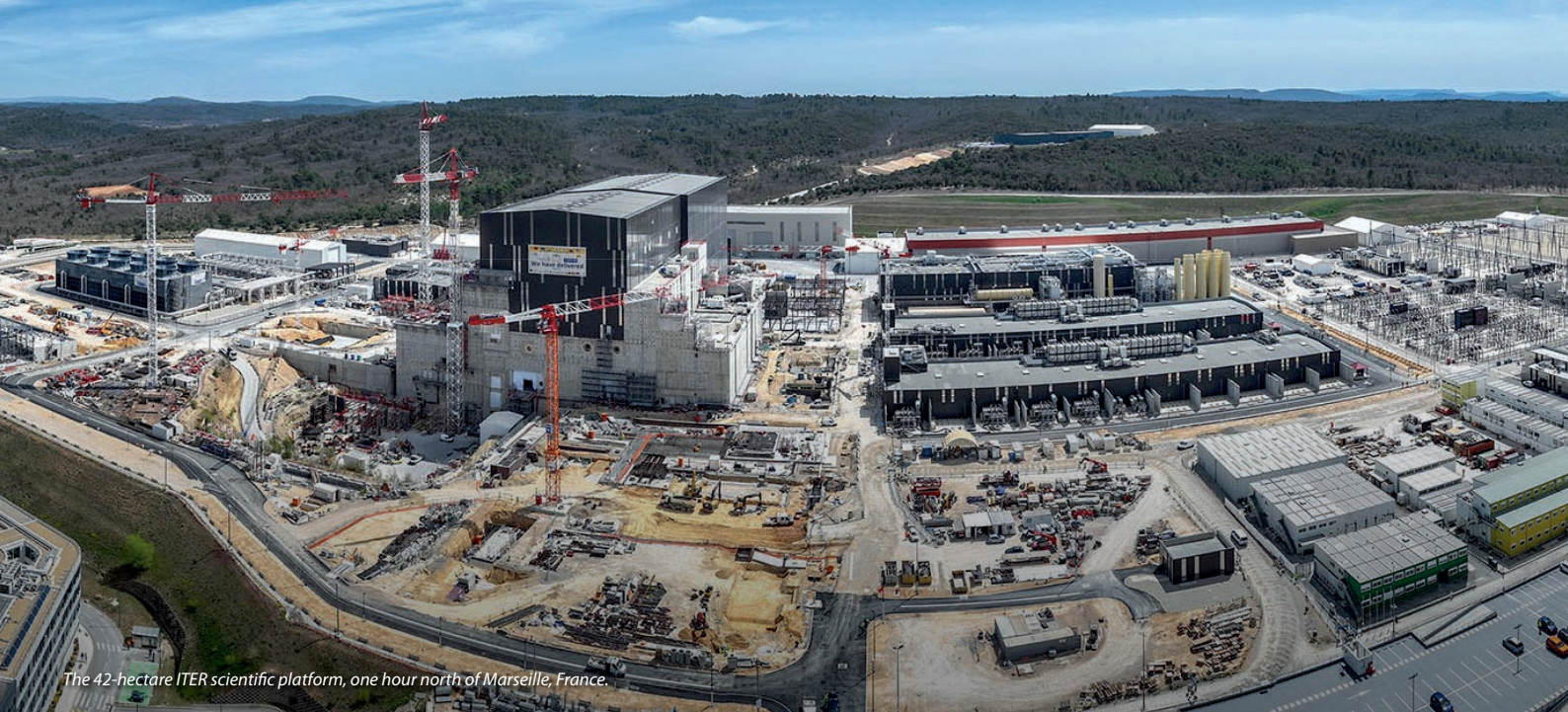


INTERNS BY CATEGORY*

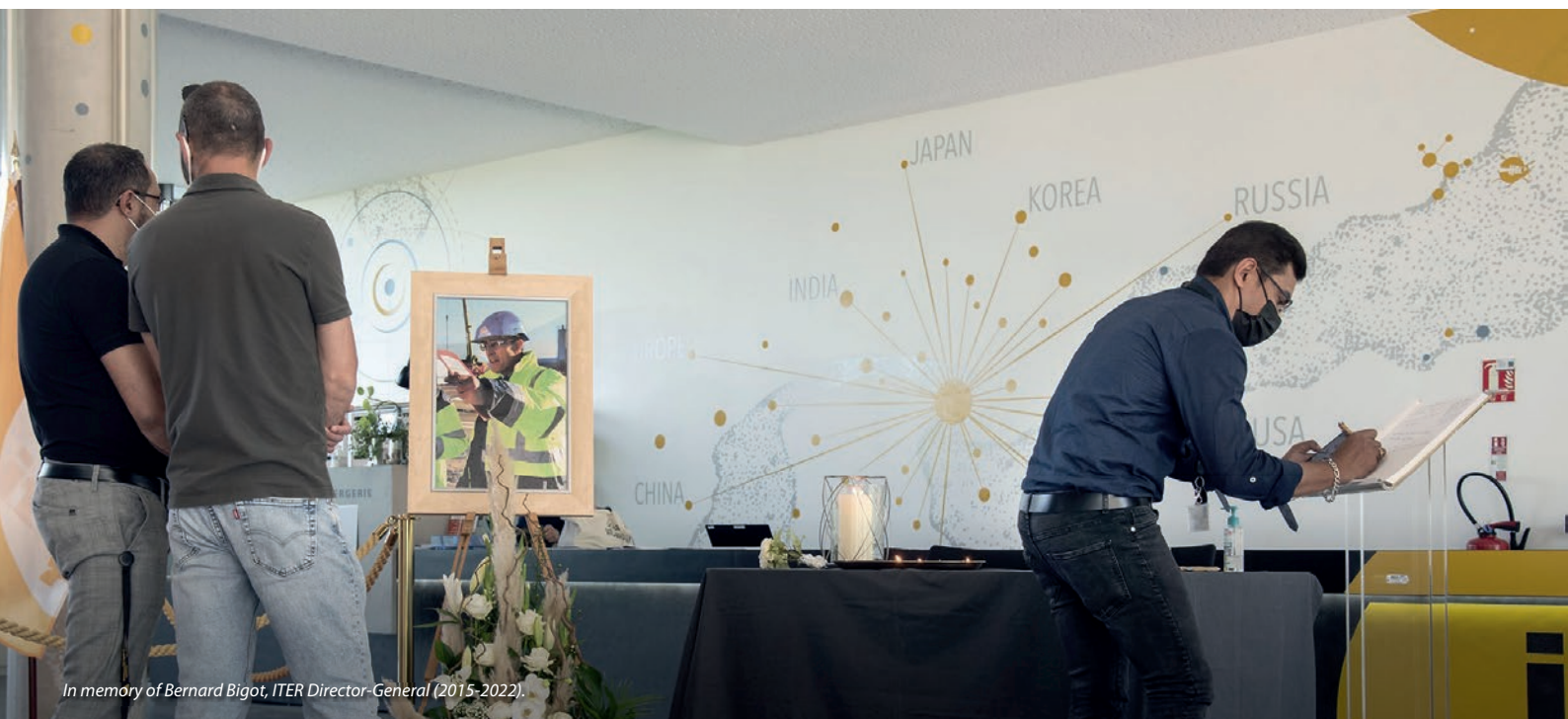
2021 2022 INTERNS IN 2022 (ALL CATEGORIES): 113
INTERNS IN 2021 (ALL CATEGORIES): 71



* Internship program categories: See Appendix p22.



The 42-hectare ITER scientific platform, one hour north of Marseille, France.



In memory of Bernard Bigot, ITER Director-General (2015-2022).



After a hiatus of three years due to Covid, in-person meetings of experts from the International Tokamak Physics Activity (ITPA), which coordinates research for ITER priorities, resume.

TRAINING

IN 2022

—

KEY FIGURES

	2021 (1,035 IO STAFF*)	2022 (1,069 IO STAFF*)
NUMBER OF IO STAFF TRAINED (AT LEAST 1 TRAINING COURSE)	827	980
NUMBER OF PARTICIPATIONS	3,104	4,382
NUMBER OF HOURS OF TRAINING PROVIDED	17,164	18,013
TOTAL REGISTRATION COSTS K€ (HT) **	504 K€	655 K€

4

AVERAGE NUMBER
OF COMPLETED
COURSES / STAFF ***
(2.9 IN 2021)

—

€150^{HT}

AVERAGE COST
PER PARTICIPATION
(€162^{HT} IN 2021)

—

4 Hours

AVERAGE COURSE
DURATION
(5.5 IN 2021)

—

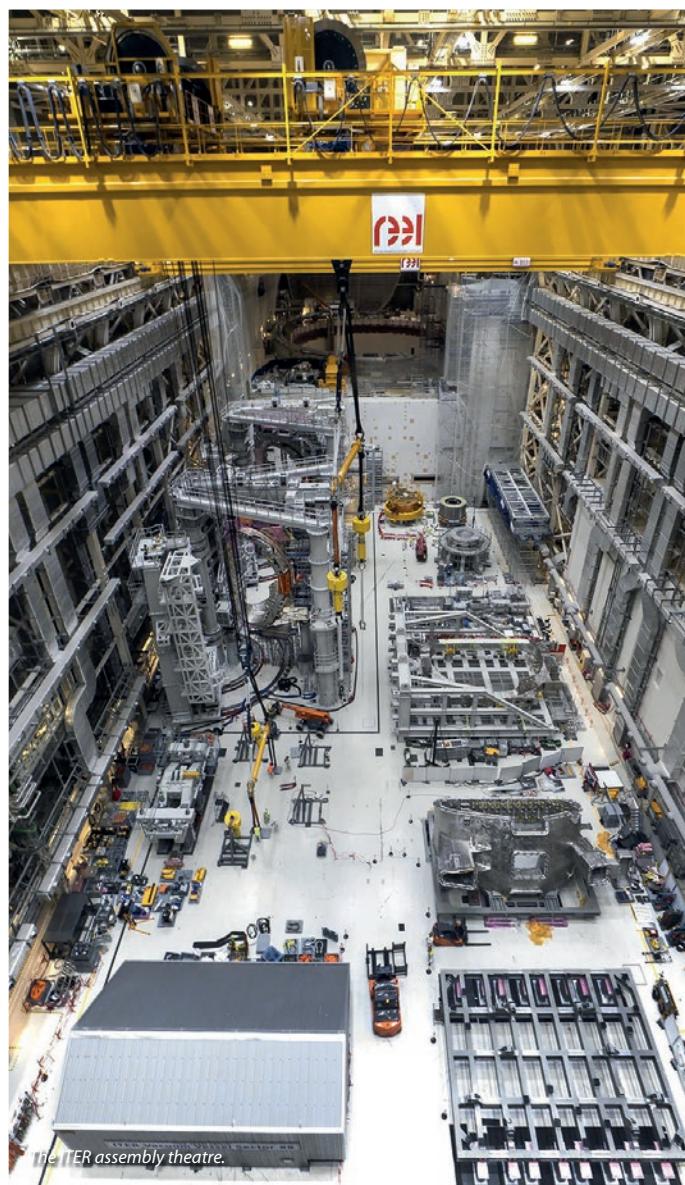
€13k

MISSION COSTS RELATED
TO TRAINING
(€6K IN 2021)

—

41%

OF TRAININGS WERE COMPLETED
VIA ON-LINE TRAINING
(E-LEARNING OR REMOTELY)



* As at 31 December.

** Expenses for completed sessions and the development of new modules (the training cost of internal trainers is not included).

*** Including e-learning classes and ITER Organization workshops on values, Smart Plant, I-Proc and Safety (i.e., PE/NPE or French Nuclear Regulations)

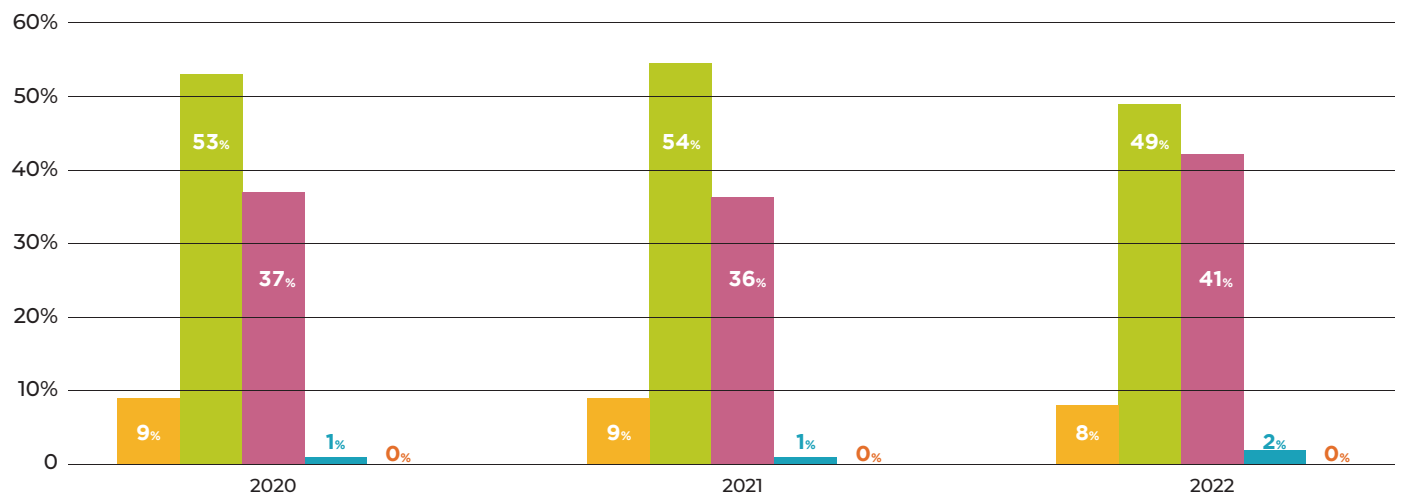
PERFORMANCE, REWARDS & RECOGNITION

IN 2022

PERFORMANCE DISTRIBUTION

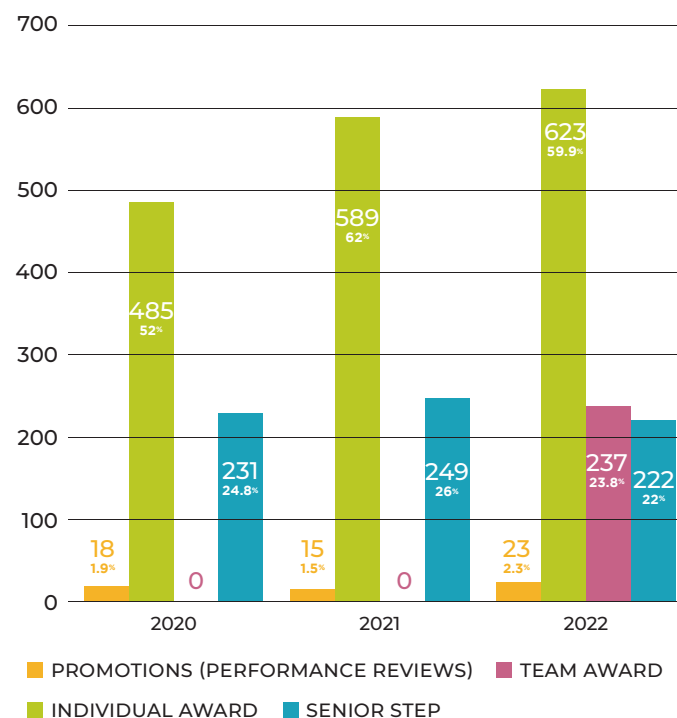
DISTRIBUTION OF PERFORMANCE RATINGS

■ A ■ B+ ■ B ■ B- ■ C



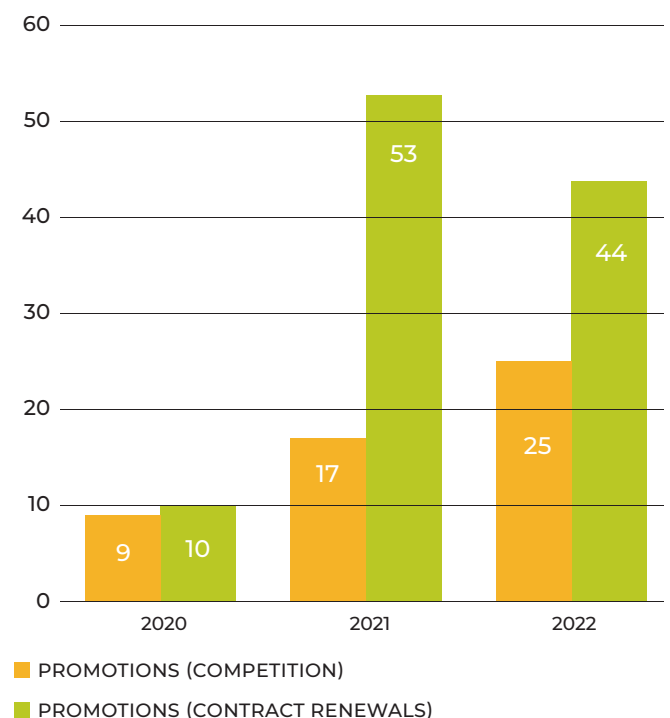
REWARDS AND RECOGNITION*

ELIGIBLE STAFF MEMBERS
REWARDED IN 2022: **69.8%** (2021: 73.7%)
(EXCL. COMPETITION AND CONTRACT RENEWALS)



PROMOTIONS

STAFF PROMOTED THROUGH CONTRACT
RENEWALS IN 2022: **19.3%** (2021: 26.2%)



* Rewards and Recognition decisions are based in part on the annual performance results from the previous year.



Visitors to ITER include members of the public, professionals, journalists, government delegations, students and schoolchildren.



Five ITER teams are recognized for excellence during the annual ITER Achievement Awards ceremony and end-of-year celebration. © criscuolo

STAFF ABSENCES

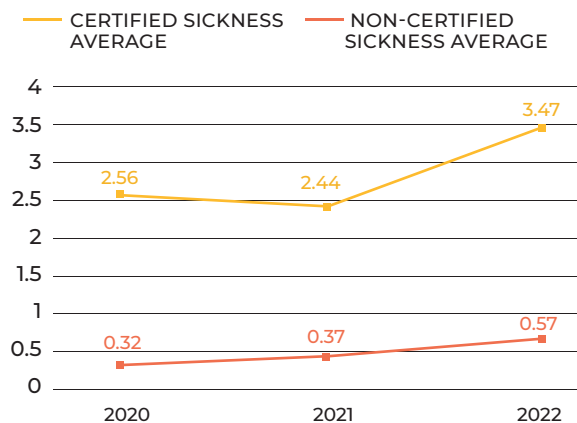
IN 2022

SICKNESS LEAVE

STAFF WITH CERTIFIED SICKNESS LEAVE OF 10 DAYS OR MORE: **46**

AVERAGE NUMBER OF DAYS PER STAFF MEMBER WHO REQUESTED CERTIFIED SICKNESS LEAVE: **3.47**

AVERAGE NUMBER OF DAYS OF SICKNESS PER STAFF MEMBER

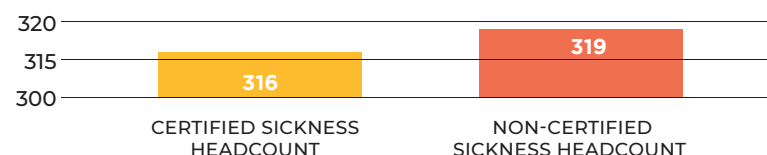


DAYS OF CERTIFIED AND NON-CERTIFIED SICKNESS LEAVE

■ CERTIFIED SICKNESS TOTAL
■ NON-CERTIFIED SICKNESS TOTAL

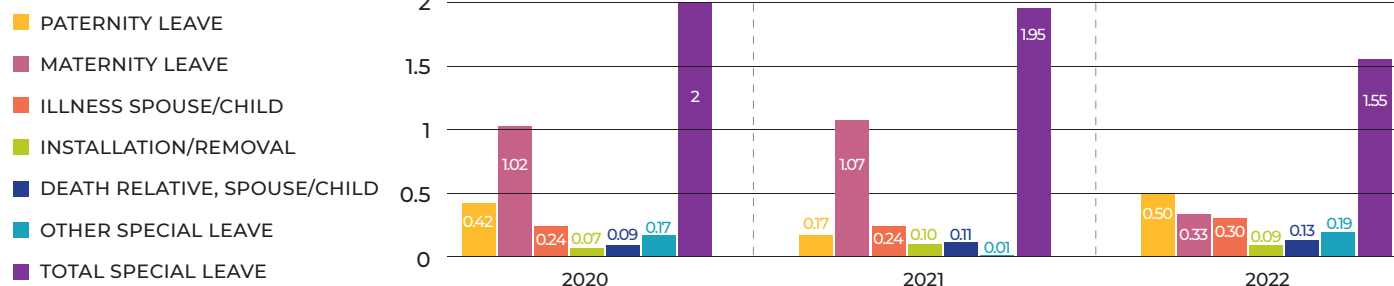


NUMBER OF STAFF WHO REQUESTED CERTIFIED AND NON-CERTIFIED SICKNESS LEAVE



SPECIAL LEAVE

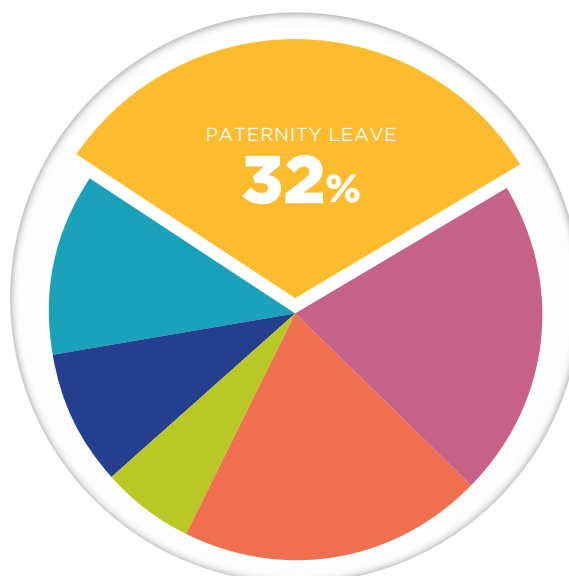
AVERAGE NUMBER OF SPECIAL LEAVE DAYS PER STAFF MEMBER



DISTRIBUTION OF SPECIAL LEAVE BY TYPE AVERAGE # OF DAYS PER STAFF MEMBER

■ MATERNITY LEAVE **21%**
■ ILLNESS SPOUSE/CHILD **20%**
■ INSTALLATION/REMOVAL **6%**
■ DEATH RELATIVE, SPOUSE/CHILD **9%**
■ OTHER SPECIAL LEAVE* **12%**

*Other Special Leave includes: Overtime Compensation, Marriage Leave, Civic Duties, Unpaid Leave, Contract Termination, Public Holiday on Mission



REMUNERATION AND BENEFITS

IN 2022

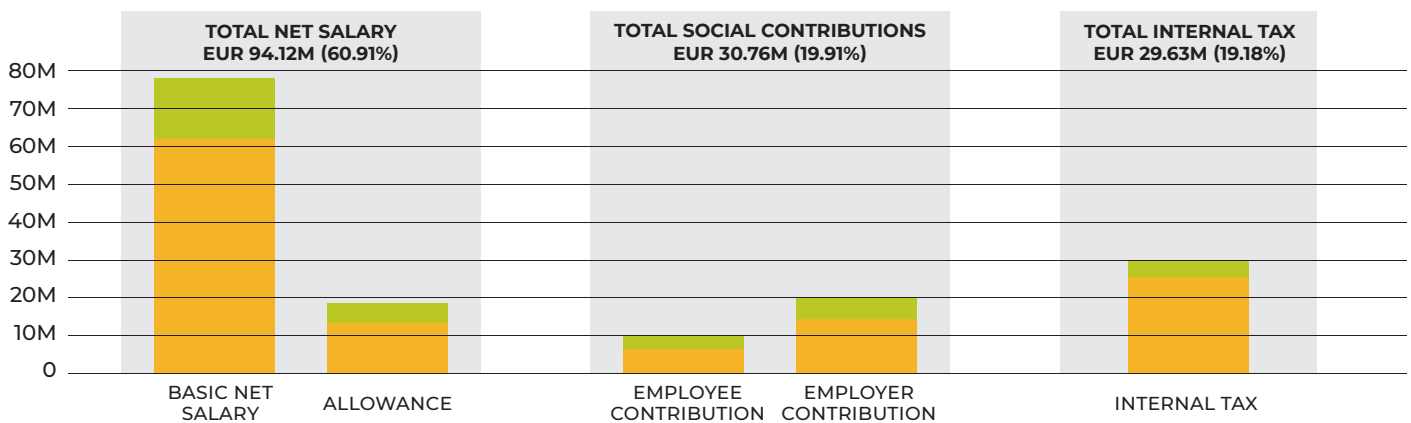
DETAIL OF LABOUR COSTS

IN 2022 TOTAL LABOUR COSTS = EUR 154.51M
(NET SALARY + SOCIAL CONTRIBUTIONS + INTERNAL TAX)

■ P AND HIGHER ■ G CATEGORY

IN 2021

- TOTAL LABOUR COSTS: **EUR 144.83M**
- NET SALARY: **EUR 87.95M**
- SOCIAL CONTRIBUTIONS: **EUR 28.96M**
- INTERNAL TAX: **EUR 27.92M**



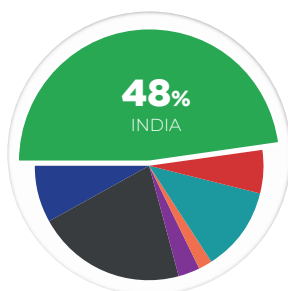
TRAVEL COSTS FOR INSTALLATION/DEPARTURE (TCA)

TOTAL TCA COSTS : €317,625

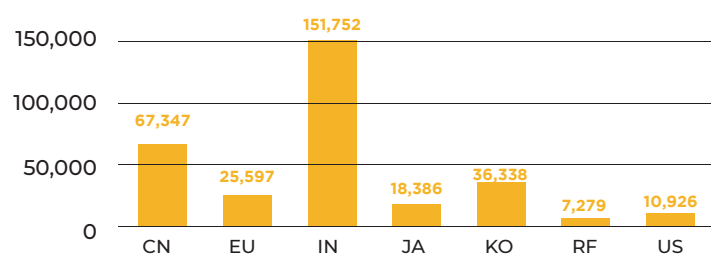
TCA REIMBURSEMENT REQUESTS **256** (479 TRAVELLERS)
AVERAGE COST PER TRAVELLER: **EUR 663**

DISTRIBUTION OF TCA COSTS

■ JAPAN **6%**
■ KOREA **12%**
■ RUSSIA **2%**
■ USA **3%**
■ CHINA **21%**
■ EUROPE **8%**



BREAKDOWN TCA COSTS (IN EUR)



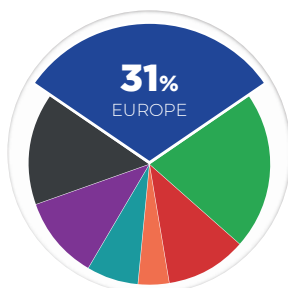
REMOVAL COSTS

TOTAL REMOVAL COSTS : €692,605

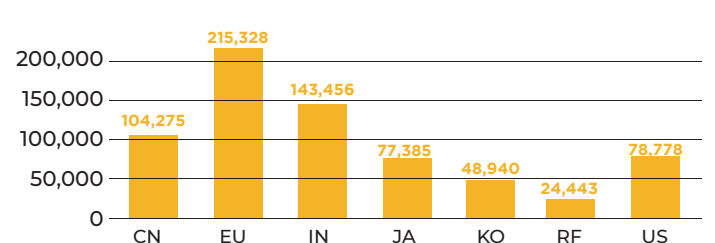
REMOVALS: **88** / AVERAGE REMOVAL COSTS: **EUR 7,871**

DISTRIBUTION OF REMOVAL COSTS

■ INDIA **21%**
■ JAPAN **11%**
■ RUSSIA **4%**
■ KOREA **7%**
■ USA **11%**
■ CHINA **15%**



BREAKDOWN REMOVAL COSTS (IN EUR)



GLOSSARY



The ITER Organization has overall responsibility for the successful integration and assembly of components delivered to the ITER site by the seven ITER Members.

CATEGORY

ITER Organization (IO) staff belong either to the Professional (P Staff and higher) or the Support (G Staff) category.

COMPETITION (RECRUITMENT)

For recruitments, two types of competition exist: external (i.e., open to citizens of an ITER Member, including IO staff) or internal (i.e., open to IO staff under certain conditions).

MANAGEMENT (AND TOP MANAGEMENT)

A Managerial position is: Head of Domain, Office, Department, Division, or Section. Top Management is restricted to Director-General (DG), Deputy Director-General (DDG), Heads of Domains, Offices and Departments and ITER Council (IC) Secretary.

MEMBER

The signatories to the ITER Agreement are: the People's Republic of China, Euratom, the Republic of India, Japan, the Republic of Korea, the Russian Federation, and the United States of America.

POST-DOCTORAL RESEARCHERS (POST-DOC)

Monaco Post-Doc: ITER welcomes Post-Doctoral Researchers funded by the Monaco Fellowship program for a period of up to two years.

ITER Post-Doc: ITER welcomes ITER Post-Docs in numbers and for topics that are allocated every two years according to IO research topics and available resources [ITER Member nationality requirement].

Korean Post-Doc: ITER advertises up to three post-doctoral positions ever year [Korean nationality requirement].

STATUS

IO staff can be Directly Employed (DES) or Seconded (coming from the European Commission).

TURNOVER

The annual rate at which IO staff leave the IO. It is calculated as: (the number of departures/average headcount over the year) x 100.

TCWS, VAS AND SCS-N DEDICATED STAFF

Arrangements between the IO and the Domestic Agencies (DAs) to ensure that, at DA cost, dedicated IO staff are recruited and deployed for the Tokamak Cooling Water System (TCWS), Vacuum Systems (VAS) and Safety Control System for Nuclear (SCS-N).

ITER PROJECT ASSOCIATE (IPA)

IPAs are assigned to ITER by a Home Institute to support the project for a maximum of four years.

APPENDIX: INTERNSHIP PROGRAM CATEGORIES

CATEGORY A

Students enrolled in the last year of a postgraduate program at a university (e.g., the last year of a Master's or the last year of engineering school). At least three years of study should be in a field linked to IO activities.

CATEGORY B

Students enrolled at a university or an equivalent institution with at least one year of study post high school.

CATEGORY C

Students enrolled at an international secondary school, international high school, or section where internships are mandatory (e.g., 3ème and 2nde students in France), or English-speaking students from a school outside of France where internships are mandatory, or upon approval by the Office of the Director-General (e.g., for English-speaking children registered at national schools).

CATEGORY S

Students pursuing a PhD at a university or participating in a program, in a scientific or technical field, which has a specific agreement with the IO (e.g., a Memorandum of Understanding with a laboratory, industry, university, or government). Scholarship students or grant holders may be included in this category.

ASSIMILATED CATEGORY C (OR UNPAID/SIMPLIFIED CATEGORY A OR B)

Students enrolled as Category A or Category B for short durations (less than two months).

ABBREVIATIONS AND ACRONYMS

C

CIO Central Integration Office
CMO Construction Management Office
CN-DA Chinese Domestic Agency
CNST Construction Domain
CORP Corporate Domain

D

DA Domestic Agency
DG Director-General
DO Design Office

E

EDD Engineering Design Department
ENGN Engineering Domain
EU-DA European Domestic Agency

F

FPD Finance & Procurement Department

G

G STAFF Staff members of the General Services category

H

HRD Human Resources Department

I

IAS Internal Audit Service
ICS ITER Council Secretariat
IN-DA Indian Domestic Agency
IO ITER Organization
IPA ITER Project Associate
IT Information Technology
I-PROC Electronic procurement tool

J

JA-DA Japanese Domestic Agency

K

KO-DA Korean Domestic Agency

L

LGA Legal Affairs

M

MCD Machine Construction Department

O

ODG Office of the Director-General

P

PE/NPE Pressure Equipment/Nuclear Pressure Equipment
P STAFF Staff members of the Professional and higher (management) categories
PCO Project Control Office
PLD Plant Construction Department

R

RF-DA Russian Domestic Agency

S

SCOD Science, Controls & Operation Department
SCOP Science & Operation Domain
SCS-N Safety Control System for Nuclear
SQD Safety and Quality Department

T

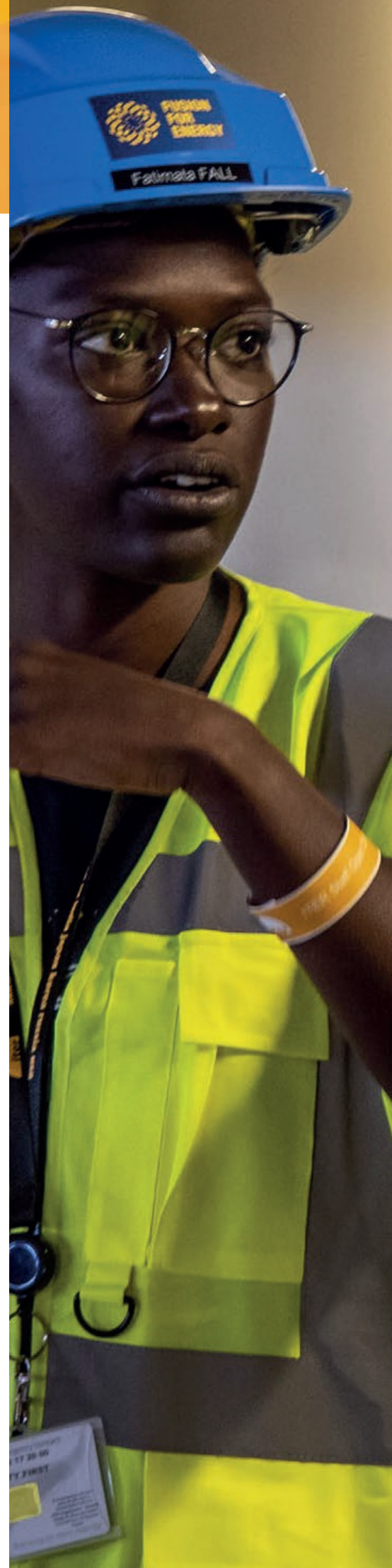
TCWS Tokamak Cooling Water System

U

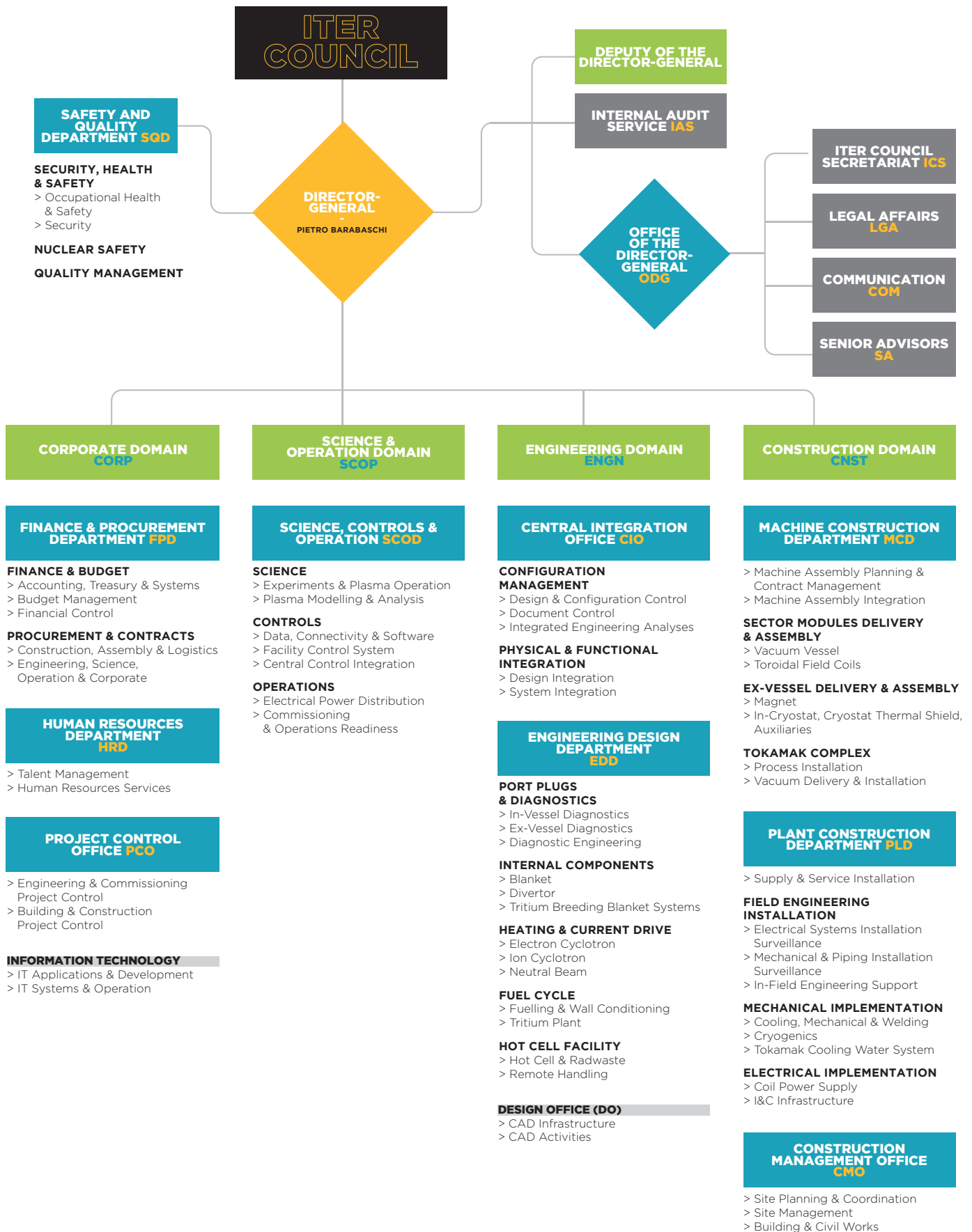
US-DA United States Domestic Agency

V

VAS Vacuum Auxiliary System



ORGANIZATION CHART



Caption cover image : Braced between the central column and the wall, one radial beam will support each vacuum vessel sector during assembly.



In the Tokamak pit, machine assembly is proceeding from bottom to top.



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